

# Michael Joseph O'Brien



**1 Executive Officer's Position:**

Managing Director, EQT Holdings Limited 1 July 2016 – present

**2 Began to hold a position as an Executive Officer on:**

1 July 2016

**3 If the position of the Executive Officer is the Chief Executive Officer or a Director changes during the current financial year:**

Non-Executive Director, EQT Holdings Limited 21 August 2015 to 27 April 2016

Executive Director, EQT Holdings Limited – 28 April – 30 June 2016

Non-executive Director, Equity Trustees Limited – 28 July 2014 to 27 April 2016

Executive Director, Equity Trustees Limited – 28 April to 28 June 2016

**4 If the relevant Executive Officer who is not mentioned in item 3 has retired during the current financial year:**

Not Applicable

## Payments and Benefits

**5 The short-term employee benefits of the relevant Executive Officer for the two most recently completed financial years, divided into at least the following components:**

	2015/2016	2016/2017
(a) Cash salary, fees and short-term compensated absences	Salary - \$184,836	Salary - \$579,259
(b) Short-term cash profit –sharing and other bonuses	Not Applicable	Bonus - \$250,000
(c) Non-monetary benefits	\$1,649	\$10,125
(d) Other short-term employee benefits	Not Applicable	Not Applicable

**6 The Executive Officer's post-employment benefits for the two most recently completed financial years, divided into at least the following components:**

	2015/2016	2016/2017
(a) Pension and superannuation benefits	Super - \$34,554	Super - \$30,616
(b) Other post-employment benefits	Not Applicable	\$4272

**7 The Executive Officer's long-term employee benefits (other than benefits mentioned in items 5 and 6) for the two most recently completed financial years (any amount attributable to a long-term incentive plan being separately identified).**

Share-based payments 2015/2016 – n/a 2016/2017 – \$116,8778

If the person's position as Executive

Officer was terminated during the current financial year.

Not Applicable

**9 If the person:**

(a) Began to hold the position as Executive Officer during the most recently completed financial year.

Not Applicable

(b) Received a payment as part of the consideration for agreeing to hold the position.

Not Applicable

**10 Share-based payments made during the two most recently completed financial years.**

Not Applicable

## Compensation

- 11 If a grant of a cash bonus, performance-related bonus or share-based payment compensation benefit, whether part of a specific contract for services or not, was made to the Executive Officer during the most recently completed financial year.**

The terms and conditions of each grant affecting compensation, including the following;	
The grant date	28/10/2016
The nature of the compensation granted	Long Term Incentive
The service and performance criteria used to determine the amount of compensation	EPS growth and TSR over 3-year measurement period. TSR may be re-tested after 4 years
If there has been any alteration of the terms and conditions of the grant since the grant date – the date, details and effect of each alteration;	Not Applicable
The percentage of the bonus or grant for the financial year that was paid to the person, or that vested in the person, in the financial year	Not Applicable
The percentage of the bonus or grant or the financial year that was forfeited by the person (because the person did not meet the service and performance criteria for the bonus or grant) in the financial year	Not Applicable
The financial years, after the most recently completed financial year, for which the bonus or grant will be payable if the person meets the service and performance criteria for the bonus or grant	2018/19
Estimates of the maximum and minimum possible total value of the bonus or grant (other than option grants) for financial years after the most recently completed financial year	Max (not quantifiable until end of measurement period) / min (\$0)

- 12 If, during the most recently completed financial year, a contract for services was negotiated between the RSE licensee and the relevant Executive Officer.**

Not Applicable

- 13 If the terms of share-based payment transactions (including options or rights) granted as compensation to a relevant Executive Officer were altered or modified by the RSE licensee during the most recently completed financial year.**

Not Applicable

- 14 If, during the most recently completed financial year, options and rights over an equity instrument issued or issuable by the RSE licensee or by a related body corporate were provided as compensation to the relevant Executive Officer.**

25,288 share entitlements granted subject to vesting conditions in accordance with the Executive Performance Share Plan 1999<sup>15</sup> If an equity instrument that is issuable by the RSE licensee or a related body corporate was issued as a result of the exercise, during the most recently completed financial year, of options and rights that were granted as compensation to Executive Officer.

Nil

- 16 If an amount attributable to the service of a relevant Executive Officer who is a director, for the most recently completed financial year is paid to an organisation or entity rather than to the relevant Executive Officer.**

Not Applicable

## Additional Information

### 17 Qualifications of the Executive Officer.

FIAA, CFA, GAICD

### 18 Summary of the relevant person's experience as a trustee or board member. Includes periods in which the person served as a trustee or board member.

Mr O'Brien is a Fellow of the Institute of Actuaries of Australia, and holds the Chartered Financial Analyst designation. Mr O'Brien was formerly CEO and director of Invesco Australia Limited, director of Alliance Capital Management Australia and Chief Investment Officer of AXA Australia and New Zealand, where he was also a director of all AXA's Responsible Entities and Regulated Superannuation Entities. With a career spanning more than 30 years in both retail and institutional markets, Mr O'Brien has broad wealth management experience in superannuation, investment management, insurance, and advice.

#### Current role, recent and past directorships held

- Managing Director – EQT Holdings Limited (1 July 2016 – present)
- Director – Equity Trustees Superannuation Limited (ETSL) (25 August 2016 – present)
- Director – APEX Super Pty Ltd (1 May 2016 – present)
- Director – EQT Aged Care Services Pty Ltd (1 May 2016 – present)
- Director – EQT Legal Services Pty Ltd (1 May 2016 – present)
- Director – EQT Services Pty Ltd (1 May 16 – present)
- Director – EQT International Holdings Ltd (formerly Equity Investment Management Limited) (2 May 2016)
- Director – Equity Nominees Limited (28 August 2014 – present)
- Director – Equity Superannuation Administration Pty Ltd (1 May 2016 – present)
- Director – Equity Superannuation Management Pty Ltd (1 May 2016 – present)
- Director – EQT Australia Pty Ltd (1 May 2016 – present)
- Director – Simple Wrap Pty Ltd (1 May 2016 – present)
- Director – Super.com.au Pty Ltd (1 May 2016 – present)
- Director – Super.com Pty Ltd (1 May 2016 – present)
- Director – EQT Corporate Securities Limited (22 August 2017 – present)
- Director – EQT International Holdings (UK) Ltd (13 September 2017 – present)
- Executive Director – EQT Holdings Limited (28 April 2016 – 30 June 2016)
- Executive Director – Equity Trustees Limited (28 April 2016 – 28 June 2016)
- Non-Executive Director – EQT Holdings Limited (21 August 2015 – 27 April 2016)
- Non-Executive Director – Equity Trustees Limited (28 July 2014 – 27 April 2016)
- Non-Executive Director – Templeton Global Growth Fund Limited (August 2014 – present)
- Formerly a director of Franklin Global Property Limited, Invesco Australia Limited and of various subsidiaries of AXA Asia Pacific Holdings Ltd (Including National Mutual Funds Management Limited, National Mutual Superannuation Pty Ltd and National Mutual Master Trust Limited)

#### Board Committee Membership

- Member of Equity Trustees' Board Audit Committee (January 2015 - May 2016)
- Member of Equity Trustees' Board Risk Committee (May 2015 – present)
- Member of ETSL Board Investment Committee (January 2015 – present)

### 19 The record of attendance at RSE Trustee board meetings for each director for the last seven years, or period of service if less than this.

The record of attendance at RSE Trustee board meetings is viewable on our website at

<http://www.eqt.com.au/corporate-and-employer-super/eqt-registrable-superannuation-entity-disclosures>